

Claims

- [c1] 1.A method for reducing a functional competency gap, the method comprising:
defining an employment function and preferred method of learning;
assessing functional competency based on the employment function via an
online self-assessment;
identifying at least one gap between an assessed functional competency and a
predefined competency required for the employment function; and
identifying at least one learning solution for reducing the at least one
competency gap wherein the at least one learning solution is in accordance with
the preferred method of learning.
- [c2] 2.The method of claim 1 wherein the at least one learning solution comprises
classroom, software, online and on-the-job training learning activities.
- [c3] 3.The method of claim 1 additionally comprising completing a learning activity
associated with the at least one learning solution.
- [c4] 4.The method of claim 3 additionally comprising evaluating the learning
solution after completing the learning activity.
- [c5] 5.The method of claim 3 additionally comprising evaluating best practices for
implementing the at least one learning solution within a business unit.
- [c6] 6.The method of claim 4 additionally comprising posting completed evaluations
online for others to review.
- [c7] 7.The method of claim 5 additionally comprising identifying roadblocks to the
implementation of the learning solution within a business unit.
- [c8] 8.The method of claim 3 additionally comprising completing an online
examination after completing the learning solution to assess knowledge
transfer during the learning activity.
- [c9] 9.The method of claim 4 additionally comprising mining evaluation data to
identify and make learning solution improvements.

- [c10] 10.The method of claim 1 additionally comprising acquiring or selling learning solutions in an online auction format.
- [c11] 11.The method of claim 1 additionally comprising mining online assessment data to identify preferred functional competencies for new employees.
- [c12] 12.The method of claim 1 additionally comprising mining online assessment data to select current employees for a particular employment opportunity.
- [c13] 13.The method of claim 1 additionally comprising assessing functional competency for an employment function other than an employee's current employment function.
- [c14] 14.The method of claim 1 additionally comprising mining assessment data to select a group of employees having functional competencies necessary to perform a group-oriented task.
- [c15] 15.An online system for identifying at least one learning solution to reduce a functional competency gap, the system being configured to:
receive input defining an employment function and preferred method of learning;
present an interactive assessment of functional competency based on the employment function;
identify at least one gap between an assessed level of functional competency and a predefined level of competency required for the employment function;
and
present output identifying at least one learning solution for reducing the at least one competency gap wherein the at least one learning solution is in accordance with the preferred method of learning.
- [c16] 16.The system of claim 15 additionally configured to receive input defining: (i) interactive assessment content; (ii) learning solution content; and (iii) competency level requirements for the employment function.
- [c17] 17.The online system of claim 15 additionally configured to host an online

auction for the sale or purchase of learning solution content.

[c18] 18.The online system of claim 15 additionally configured to present an interactive learning solution.

[c19] 19.The online system of claim 17 additionally configured to facilitate mining employment function, competency assessment, competency gap, and evaluation data.

[c20] 20.A system for reducing a functional competency gap, the system comprising:
a means for defining an employment function and preferred method of learning;
a means for assessing functional competency for the employment function;
a means for identifying at least one gap between a functional competency assessment and a predefined level of functional competency required for the employment function; and
a means for identifying at least one learning solution for reducing the at least one competency gap wherein the at least one learning solution is in accordance with the preferred method of learning.

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